

Appendix

	Hypothesis Supported	Hypothesis Not Supported
H1: COVID-19 impact will significantly and negatively relate to fulfilling work.		X
H2: COVID-19 impact will significantly and positively relate to psychological distress.	X	
H3: Privilege will significantly and positively relate to fulfilling work.		X
H4: Privilege will significantly and negatively relate to psychological distress.	X	
H5: Organizational support will significantly and positively relate to fulfilling work.	X	
H6: Organizational support will significantly and negatively relate to psychological distress.		X
H7: Workplace dignity will significantly and positively relate to fulfilling work.	X	
H8: Workplace dignity will significantly and negatively relate to psychological distress.		X
H9: COVID-19 impact will significantly and negatively relate to organizational support.	X	
H10: COVID-19 impact will significantly and negatively relate to workplace dignity.	X	
H11: Privilege will significantly and positively relate to organizational support.	X	
H12: Privilege will significantly and positively relate to workplace dignity.	X	
H13: Organizational support will significantly and positively relate to hope.		X
H14: Organizational support will significantly and positively relate to strengths use.		X
H15: Organizational support will significantly and positively relate to adaptability.		X
H16: Organizational support will significantly and positively relate to empowerment.	X	
H17: Organizational support will significantly and negatively relate to COVID-19 threat.		X
H18: Workplace dignity will significantly and positively relate to hope.		X
H19: Workplace dignity will significantly and positively relate to strengths use.	X	
H20: Workplace dignity will significantly and positively relate to adaptability.	X	
H21: Workplace dignity will significantly and positively relate to empowerment.	X	

H22: Workplace dignity will significantly and negatively relate to COVID-19 threat.		X
H23: Hope will significantly and positively relate to fulfilling work.		X
H24: Hope will significantly and negatively relate to psychological distress.		X
H25: Strengths use will significantly and positively relate to fulfilling work.	X	
H26: Strengths use will significantly and negatively relate to psychological distress.		X
H27: Adaptability will significantly and positively relate to fulfilling work.		X
H28: Adaptability will significantly and negatively relate to psychological distress.		X
H29: Empowerment will significantly and positively relate to fulfilling work.	X	
H30: Empowerment will significantly and negatively relate to psychological distress.		X
H31: COVID-19 threat will significantly and negatively relate to fulfilling work.		X
H32: COVID-19 threat will significantly and positively relate to psychological distress.		X
H33: There will be a significant indirect effect from COVID-19 impact and hope via organizational support.		X
H34: There will be a significant indirect effect from COVID-19 impact and strengths use via organizational support.		X
H35: There will be a significant indirect effect from COVID-19 impact and adaptability via organizational support.		X
H36: There will be a significant indirect effect from COVID-19 impact and empowerment via organizational support.	X	
H37: There will be a significant indirect effect from COVID-19 impact and COVID-19 threat via organizational support.		X
H38: There will be a significant indirect effect from COVID-19 impact and hope via workplace dignity.		X
H39: There will be a significant indirect effect from COVID-19 impact and strengths use via workplace dignity.	X	
H40: There will be a significant indirect effect from COVID-19 impact and adaptability via workplace dignity.	X	
H41: There will be a significant indirect effect from COVID-19 impact and empowerment via workplace dignity.	X	
H42: There will be a significant indirect effect from COVID-19 impact and COVID-19 threat via workplace dignity.		X

H43: There will be a significant indirect effect from privilege and hope via organizational support.		X
H44: There will be a significant indirect effect from privilege and strengths use via organizational support.		X
H45: There will be a significant indirect effect from privilege and adaptability via organizational support.		X
H46: There will be a significant indirect effect from privilege and empowerment via organizational support.	X	
H47: There will be a significant indirect effect from privilege and COVID-19 threat via organizational support.		X
H48: There will be a significant indirect effect from privilege and hope via workplace dignity.		X
H49: There will be a significant indirect effect from privilege and strengths use via workplace dignity.	X	
H50: There will be a significant indirect effect from privilege and adaptability via workplace dignity.	X	
H51: There will be a significant indirect effect from privilege and empowerment via workplace dignity.	X	
H52: There will be a significant indirect effect from privilege and COVID-19 threat via workplace dignity.		X
H53: There will be a significant indirect effect from organizational support and fulfilling work via hope.		X
H54: There will be a significant indirect effect from organizational support and fulfilling work via strengths use.		X
H55: There will be a significant indirect effect from organizational support and fulfilling work via adaptability.		X
H56: There will be a significant indirect effect from organizational support and fulfilling work via empowerment.		X
H57: There will be a significant indirect effect from organizational support and fulfilling work via COVID-19 threat.		X
H58: There will be a significant indirect effect from organizational support and psychological distress via hope.		X
H59: There will be a significant indirect effect from organizational support and psychological distress via strengths use.		X
H60: There will be a significant indirect effect from organizational support and psychological distress via adaptability.		X
H61: There will be a significant indirect effect from organizational support and psychological distress via empowerment.		X

H62: There will be a significant indirect effect from organizational support and psychological distress via COVID-19 threat.		X
H63: There will be a significant indirect effect from workplace dignity and fulfilling work via hope.		X
H64: There will be a significant indirect effect from workplace dignity and fulfilling work via strengths use.	X	
H65: There will be a significant indirect effect from workplace dignity and fulfilling work via adaptability.		X
H66: There will be a significant indirect effect from workplace dignity and fulfilling work via empowerment.		X
H67: There will be a significant indirect effect from workplace dignity and fulfilling work via COVID-19 threat.		X
H68: There will be a significant indirect effect from workplace dignity and psychological distress via hope.		X
H69: There will be a significant indirect effect from workplace dignity and psychological distress via strengths use.		X
H70: There will be a significant indirect effect from workplace dignity and psychological distress via adaptability.		X
H71: There will be a significant indirect effect from workplace dignity and psychological distress via empowerment.		X
H72: There will be a significant indirect effect from workplace dignity and psychological distress via COVID-19 threat.		X